





The Army Retention Program



Army Retention



➤ Maintain Quality Force

- ❖ We grow our own...

➤ Build “Leader Bench” by Leveraging

- ❖ Training
- ❖ Operational Experience





Army Retention Is:

- **Retaining Soldiers in the Right Skills and Locations**
- **Designed to Be a Force Shaper and Multiplier, and used to assist with End-Strength goals**
- **Attracting Quality, Career Minded Soldiers**
- **Transfer or Affiliate Separating Soldiers With the Army Reserve or National Guard**



Retention Challenges

- **Changes in the Economy**
- **Frequent and Repetitive Deployments**
- **Perceived Erosion of Benefits**
- **Available Training \$\$**
- **Well-being and Quality of Life**



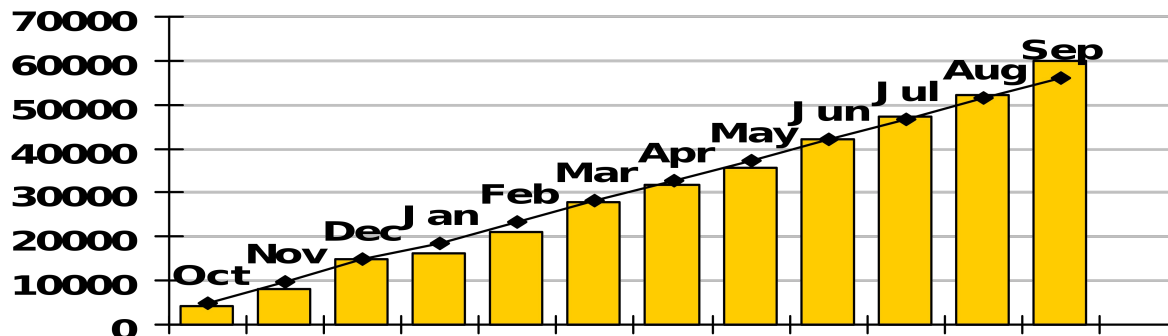


Roles and Missions

- The **COMMANDER**: is the Retention Officer who owns the retention mission and is accountable for accomplishment of the retention mission..
- The **COMMAND SERGEANT MAJOR**: is the Senior Retention NCO for the Command and as part of the retention team is accountable for attaining retention objectives.
- The **CAREER COUNSELOR**: is the PMOS advisor to the commander, CSM and soldiers in all matters pertaining to the Active and Reserve Component retention missions. Career Counselors are the “eyes and ear” of the Command Retention Team.



FY04 Retention Program Update



Active Army - Analysis FY04 Final

✓ In FY04 the Active Army reenlisted 60,010 Soldiers. This is 107% of the Active Army's assigned objective of 56,100

✓ By Category Accomplishments:

Initial: Msn 23,000 / Acc 24,903 / 108%

Mid Career: Msn 20,292 / Acc 21,120 / 104%

Career: Msn 12,808 / Acc 13,987 /

Army Reserve - Analysis FY04 Final

✓ In FY04 the Army Reserves reenlisted 16,330 Soldiers. This is 99% of the Army Reserve's assigned objective of 16,526

✓ By Category Accomplishments:

Initial: Msn 3,777 / Acc 3,403 / 90%

Career: Msn 12,749 / Acc 12,927 /

Army National Guard - Analysis FY04 Final

✓ In FY04 the Army National Guard reenlisted 47,012 Soldiers. This is 99% of the Army National Guard's assigned objective of 47,500

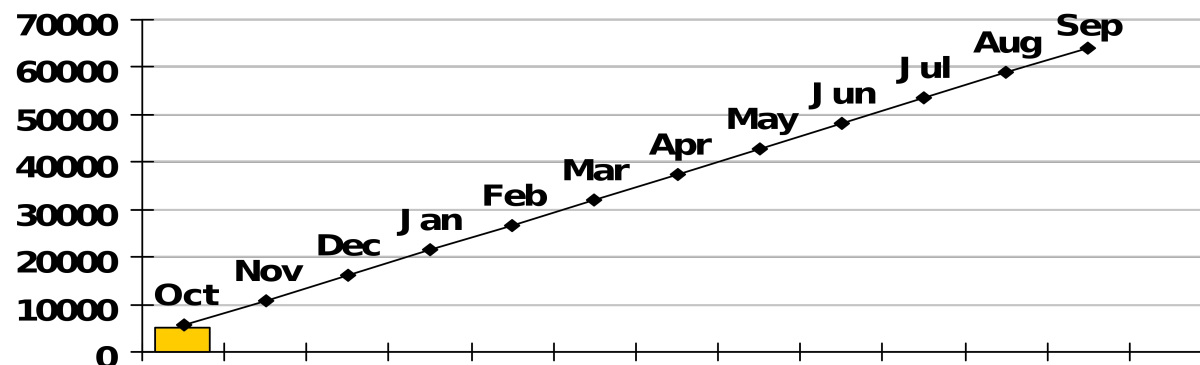
✓ By Category Accomplishments:

Initial: Msn 12,978 / Acc 12,834 / 99%

Career: Msn 12,749 / Acc 12,927 / 101%

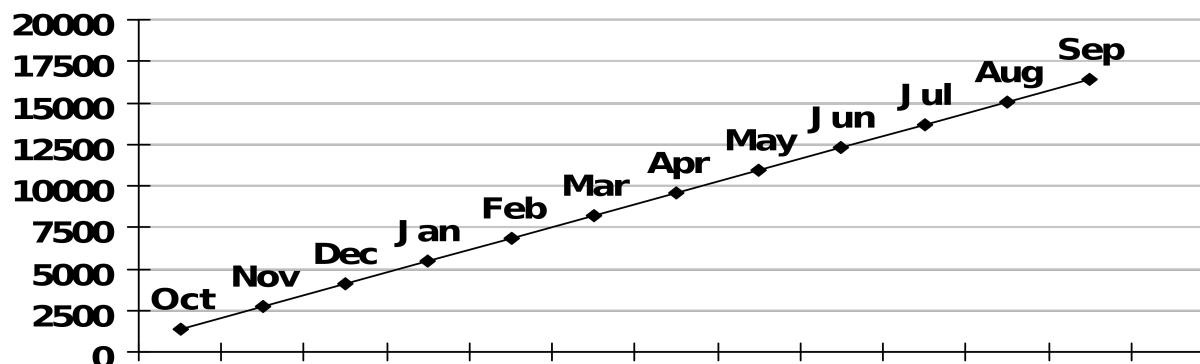


FY05 Retention Program Update



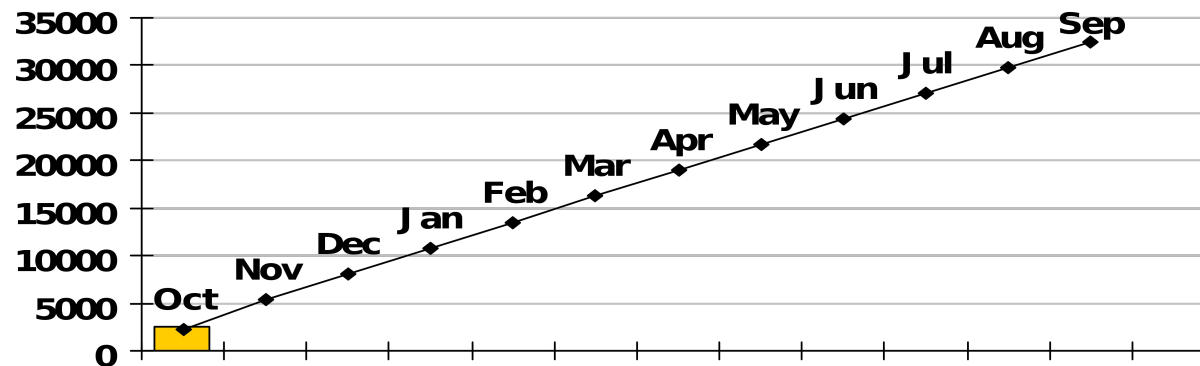
Active Army - Analysis Thru 10 Nov 2004

- ✓ The Active Army has reenlisted 6,711 Soldiers toward a YTD mission of 7,333 and an overall FY05 mission of 64,162.
- ✓ The current production represents:
 - 91.5% of Glide
 - 10.5% of FY05 mission



Army Reserve -

- ✓ First update of FY05 accomplishments scheduled for end of November



Army National Guard - Analysis (Thru Oct)

- ✓ The Army National Guard has reenlisted 2,587 Soldiers toward a YTD mission of 2,246 and an overall FY05 mission of 32,570.
- ✓ The current production represents:
 - 115.2% of Glide
 - 7.9% of FY05 Mission



FY05 Major Combat Reporting Unit (MCRU) Update

DIVISION RETENTION DATA

Data as of the week ending: 05 November 2004

		Initial Term			Mid-Career			Career			FY05 AGGREGATE			Remarks
Location	Division	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	
Campbell	101ABN	158	283	179.5%	75	153	204.7%	34	75	220.3%	266	511	191.8%	Min Mission Issue
Drum	10MTN	103	104	101.4%	58	89	152.6%	24	38	159.2%	185	231	125.1%	
Germany	1AD(-)	112	97	87.0%	78	57	72.8%	43	34	79.0%	233	188	80.7%	
Hood	1CAV	257	152	59.1%	150	90	60.1%	67	50	75.2%	473	292	61.7%	
Germany	1ID	192	87	45.3%	137	72	52.6%	50	51	102.6%	379	210	55.4%	
Hawaii	25ID(-)	154	74	48.1%	164	93	56.9%	56	21	37.3%	374	188	50.3%	
Korea	2ID(-)	54	66	123.1%	50	66	132.8%	32	35	109.1%	135	167	123.3%	
Stewart	3MX	2	26	1661.1%	4	23	534.3%	3	9	328.6%	9	58	673.7%	
Hood	4MX(-)	125	155	123.8%	73	94	128.5%	44	44	100.4%	242	293	121.0%	
Bragg	82ABN	166	195	117.8%	73	106	145.6%	29	70	238.5%	268	371	138.6%	

SEPARATE BRIGADE RETENTION DATA

Data as of the week ending: 05 November 2004

		Initial Term			Mid-Career			Career			FY05 AGGREGATE			Remarks
Location	SepBde	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	Mission	Renl	Percent	
Riley	1/1 ID	35	3	8.5%	32	2	6.2%	8	2	25.6%	76	7	9.3%	No Mission Issued
Lewis	1/25I	0	4	0.0%	0	7	0.0%	0	9	0.0%	0	20	0.0%	
Alaska	172D	7	8	120.3%	3	10	365.1%	0	4	1022.2%	10	22	224.9%	
Italy	173D	3	1	31.9%	5	4	73.0%	2	1	51.1%	11	6	56.8%	No Mission Issued
Polk	2CR	34	47	139.7%	13	23	172.9%	6	16	255.6%	53	86	161.6%	
Riley	3/1AD	11	7	66.3%	3	5	159.7%	2	1	51.1%	16	13	83.1%	
Lewis	3/2ID	0	88	0.0%	0	56	0.0%	0	20	0.0%	0	164	0.0%	
Carson	3ACR	47	48	101.4%	29	48	163.6%	11	18	170.4%	87	114	130.6%	
Carson	3/4MX	48	36	75.4%	35	28	80.4%	8	17	206.9%	91	81	89.2%	
Irwin	11ACR	5	3	54.8%	14	5	36.5%	4	2	56.8%	23	10	44.1%	
Benning	75RGR	32	14	43.1%	18	12	68.1%	3	5	159.7%	53	31	58.3%	
Lewis	1SF	4	1	23.2%	7	7	94.2%	9	3	33.3%	21	11	53.0%	
Bragg	3SF	3	3	95.8%	8	5	60.8%	6	3	51.1%	17	11	63.9%	
Campbell	5SF	4	1	25.6%	7	6	80.7%	11	8	73.0%	22	15	67.3%	
Bragg	7SF	5	1	18.3%	9	6	63.9%	9	9	100.0%	24	16	67.0%	
Carson	10SF	4	1	23.2%	7	1	14.2%	11	4	36.5%	22	6	26.9%	



Retention Enablers

➤ **Bonuses**

- ❖ **Selective Reenlistment Bonus (SRB)**
- ❖ **SRB-Inventory, SRB-Deployed, and SRB-Unit**
- ❖ **Critical Skills Retention Bonus (CSRB)**
- ❖ **Bonus, Extension and Retraining - BEAR Program**

➤ **Skills**

- ❖ **Airborne Training**
- ❖ **Language Training**
- ❖ **Occupational Specialty Training**

➤ **Education**

- ❖ **Tuition Assistance**

➤ **Assignment**

- ❖ **CONUS & OCONUS**
- ❖ **Stabilization**



Factors Affecting Retention Decisions

Source: Army Research Institute Survey

OVERALL, ENLISTED PERSONNEL ARE "MOST DISSATISFIED" WITH THESE QUALITY OF LIFE AND JOB SATISFACTION FACTORS:

- Amount of pay (basic) over 76%
- Opportunity to select assignment over 67%
- Retirement benefits – over 70%
- Special pay (such as bonuses) over 65%
- Amount of personnel to do work over 64%



THREE MOST IMPORTANT REASONS FOR ENLISTED PERSONNEL FOR THINKING ABOUT OR PLANNING TO LEAVE" THE ARMY BEFORE RETIREMENT:

- Amount of pay (basic) plus 22%
- Overall quality of Army plus 13%
- Amount of time away from family plus 10.0%





Selective Reenlistment Bonus (SRB)

- **AMOUNT: MAXIMUM \$40,000**
- **FOCUS: TO SPECIFIC SKILLS AND GRADES (SPC-SSG) ASI and SQI BASED ON PERCENT OF FILL, RETENTION RATE, REPLACEMENT COSTS AND CRITICALITY**
- **ALL BONUSES PAID IN LUMP SUM: UPON REENLISTMENT**
- **SRB NOT A “RIGHT”:** Changes announced **30 days** prior to increase or decrease



Reserve Transition Program



If a soldier does not reenlist.....

➤ **Soldier may enlist or affiliate with**

- ❖ **Army Reserve**
- ❖ **Army National Guard**



Incentives for RC Transition

- **Prior Service Entry Bonus**
- **Primary Skill Retraining**
- **Drill Sergeant Duty**
- **Officer Candidate School Program**
- **Use of Commissary, PX , Dental and Health While on Active Duty for Training**
- **All 50 States Offer a Variety of Education and Training Opportunities**





The Army

The American Soldier remains indispensable. Our Soldiers are paramount and will remain the centerpiece of our thinking, our systems, and our combat formations. As General Creighton Abrams taught us, **“People are not in the Army, they are the Army.”**

-General Peter J. Scher

